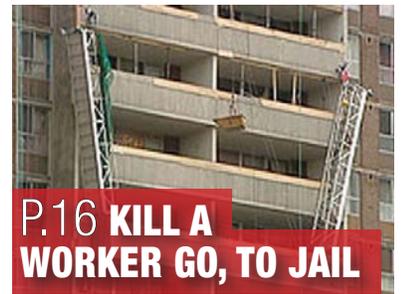




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PRESIDENT'S REPORT

ONTARIO FEDERATION OF LABOUR



SPRING 2015

VOLUME 5, ISSUE 2



TAKING ACTION ON POVERTY

ON PAGE 4 THROUGH 9

**OFL CONVENTION
NOV. 22-27
P.23**

MEET THE OFL OFFICERS

President



Patrick "Sid" Ryan

Secretary-Treasurer



Nancy Hutchison

Executive Vice-President



Irwin Nanda

PRESIDENT'S REPORT
ONTARIO FEDERATION OF LABOUR

VOL. 5 NO. 2
SPRING 2015



PHOTO: LISA BASTIEN

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PRESIDENT'S REPORT
ONTARIO FEDERATION OF LABOUR

The Ontario Federation of Labour represents 54 unions and one million workers. It is Canada's largest provincial labour federation.

Volume 5, Issue 2 of the **OFL President's Report** was produced for the April 14, 2015 meeting of the Executive Board of the Ontario Federation of Labour.

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COVER ARTWORK: JOEL DUFF

April 13, 2015

Sisters and Brothers,

@SIDRYAN_OFL



PHOTO: JOEL DUFF

Ontario remains a wealthy province inflicted with the disease of poverty.

While the provincial economy grows modestly, much more must be done through public investment and tax reform to ensure that prosperity is shared, to get more Ontarians working and to build a fairer society.

Today, roughly 370,000 children live in poverty, including almost four in 10 children of single mothers. Amongst some racialized communities that rate climbs to one out of every two children.

The pervasiveness of poverty is much greater than many might imagine. Consider that every day, one in seven Ontario children go to school hungry; one million workers earn at or near the minimum wage; one in five Ontarians have received help from a food bank or charity; and nearly half of all residents in the Greater Toronto Area and Hamilton are working in precarious, part-time and insecure employment.

Meanwhile, Canada's highest paid CEOs make 171 times the average Canadian income. It is a contrast that is staggering.

This is the most important issue of our time and the OFL is making the campaign for a poverty-free Ontario the central focus of all of its work this year. In our February submission to the Ontario Government's budget committee deliberations, the OFL aimed our demands at substantive measures that would provide immediate relief to poverty and income inequality – from child care to retirement security, from accessible education to affordable housing, from social security to good jobs.

But modest improvements to the Wynne government's fiscal plan do not go far enough towards reimagining our province's budget priorities to create a more egalitarian society in which everyone contributes their fair share and no one is left behind.

That is why the OFL has partnered with the Ontario Common Front and scores of community and labour groups to bring together a broad-based Anti-Poverty Assembly on April 17 and 18. This Assembly is on track to attract over 500 activists and allies for a weekend of participant-led deliberations that are designed to produce a blue print for action-oriented change. By establishing common priorities, sharing campaigns and coordinating tactics, a diverse but united coalition of labour and community groups has the potential to shift the politics of this province.

The Ontario Government's new review of employment standards and labour law provides an immediate opportunity to put our anti-poverty priorities into action.

However, the true test of our campaigns and convictions will be the 2015 federal election. With Ontario receiving half of the 30 new federal seats and just as many more vulnerable Conservative seats in our backyard, a coordinated campaign by labour unions and progressive community allies could defeat Harper's Tories just as decisively as we stopped Tim Hudak in 2014. By dismantling social programs like Employment Insurance and trying to gut labour laws, Harper's low-wage agenda is the single biggest threat to income equality in our lifetime.

Under the banner of "Solidarity Against Inequality," labour and community groups must come together not simply to galvanize public opposition to austerity measures that target society's most vulnerable, but to challenge the public to imagine the Ontario we want.

Together, we must demand shared prosperity from a sustainable economy, prepare for and mitigate the effects of climate change, strengthen and expand quality public services, end poverty, and build a truly fair Ontario.

In solidarity,

Sid Ryan, President of the Ontario Federation of Labour

Sign up for the OFL's new e-blast updates by texting the word "OFL" to **647-496-5602**



Follow & Retweet the OFL on Twitter at: **OFLabour and SidRyan_OFL**

SOLIDARITY AGAINST INEQUALITY

APRIL 17-18, 2015



LINDA MCQUAIG

ONTARIO COMMON FRONT ASSEMBLY

GUEST COLUMN BY CAROL BAKER

Since the release of the Ontario Common Front's landmark report "Falling Behind" in 2012, Ontario's shameful record on issues of fairness and equity has gotten steadily worse. The persistence of deep and entrenched poverty is truly the crisis of our times and it has inspired more than 90 labour and community groups to come together at a massive Anti-Poverty Assembly, hosted by the Ontario Common Front and the Ontario Federation of Labour on April 17 and 18, under the banner "Solidarity Against Inequality."

Dramatically increasing income inequality is entrenching poverty along starkly defined racial and gender lines, while eroding the livelihoods of over 60 percent of Ontario families. Today, it is more difficult than ever before for working people to access what they need to build a good life: quality jobs, affordable housing, health care and the vital public services that help to level the social and economic playing field. As a result, the next generation can expect to be the first in history to see a decline in their standard of living, as compared to their parents' generation.

The Ontario Common Front emerged in 2012 out of a shared commitment between labour and community groups to build a united opposition to harmful austerity measures and facilitated an ongoing movement that connects

Our goal is to provide a hub for collective organizing and to facilitate solidarity for progressive local campaigns across the province

This Assembly will put activism at the centre of organizing

principles with action. Our goal is to provide a hub for collective organizing and to facilitate solidarity for progressive local campaigns across the province. It is in this spirit that we have designed our Anti-Poverty Assembly around a loose structure that will create space for a wide variety of perspectives and experiences to be reflected.

The Assembly will put activism at the centre of our organizing, with an opening panel that will be inspired by the success of the Québec student movement, the Idle No More movement for justice for First Nations people and the continental campaign for a \$15 minimum wage.

Economic globalization has biased in favour of free trade and foreign investor rights agreements. Today, corporations are engaged in complex attacks on middle and low income earners, as well as those who are not in the workforce. Activists and leaders must constantly develop strategies to defend their communities against the latest round of attacks as we strive to achieve the system change based on human rights, equity and access required to restore a less corporate and more humane system to Ontario. Success will require a coordinated effort on all our parts to support each other to continue to effectively fight back.

The Saturday morning panel will focus on "Connecting Our Struggles" and will help to put the focus on austerity's disproportionate impact on Ontario's most marginalized people,

FEATURED SPEAKERS



IS DEMANDING ACTION TO END POVERTY

REGISTER AT: [HTTP://WEAREONTARIO.CA/INDEX.PHP/ANTIPOVERTYASSEMBLY](http://weareontario.ca/index.php/antipovertyassembly)

with a particular focus on racialized people, people with disabilities and the poor. This discussion will frame the Assembly workshops.

Throughout the rest of the day, participants will have the opportunity to share experiences and strategies relating to a multitude of successful ongoing campaigns across the province covering a wide range of issues related to poverty. Some examples of campaigns highlighted in the roundtable sessions are: equity in work and society, addressing poverty and food insecurity, building solidarity for decent work, creating access for all and mobilizing the vote leading up to the 2015 federal election. The interactive format is designed to empower participants to lead the discussion, shape the agenda and help build connections between struggles.

Above all, the focus of this Assembly will be on putting our principles into action. Unique regional “homerooms” will allow for a deeper level of coordination and strategy development, from which a regionally-sensitive provincial blueprint for action can take shape during the closing plenary.

Those in attendance will leave not only with a clear sense of where we need to go, but with an action-oriented roadmap of how to actually get there.



Carol Baker is the Community Co-Chair for the Ontario Common Front

ENDORSEMENTS ROLL IN FOR THE ANTI-POVERTY ASSEMBLY

Nearly 500 participants are expected to attend the Assembly and over 90 community groups and labour unions have given their official endorsement. At press time, the following organizations had made generous donations to ensure that the Assembly is as open and inclusive as possible:

- Ontario Federation of Labour
- Unifor
- Ontario English Catholic Teachers' Association (OECTA)
- Public Service Alliance of Canada (PSAC)
- Canadian Union of Postal Workers (CUPW)
- International Brotherhood of Electrical Workers (IBEW) 353
- Ontario Confederation of University Faculty Associations (OCUFA)
- Ontario Secondary School Teachers' Federation (OSSTF)
- Service Employees International Union (SEIU)
- Unite Here Local 75
- Workers United Canada
- ETFO Durham Occasional Teacher's Local



OFL CALLS FOR ANTI-POVERTY BUDGET

As the Wynne Government prepares to release its next budget, arguably its first as a majority government, voters are expecting to finally get a formal introduction to the Premier's plan for Ontario. Having styled herself as the "social justice premier" during her leadership bid, the public and the pundits will be primed to judge whether she is living up to her own hype.

Finance Minister Charles Sousa's recent claim that the government is on track to beat the \$12.5-billion deficit projection by a cool \$1.6-billion is seen by many to be a douse of cold water on those who would seek to fan the flames of austerity. However, after years of public sector funding freezes that have resulted in deep real-dollar cuts to hospitals, schools and social services, Ontarians are expecting more than just belt loosening; they want to see concrete investment in their collective future.

This is the message that the OFL brought to the table during the February pre-budget consultation. In a submission entitled, "Towards a Poverty-Free Ontario," the OFL proposed a suite of recommendations that would make the elimination of poverty and income inequality the province's top priorities.

"For Ontario workers and their families, fairness means access to a good public education including daycare; affordable housing; quality health care; and pensions that allow older Ontarians to live with dignity," said OFL President Sid Ryan in his submission. "Fairness also means hard work is rewarded with respectable wages, and all citizens and businesses contribute their share to our tax system. Finally, fairness means no Ontarian –

especially children – need live with the indignity and hopelessness of poverty."

The OFL contended that poverty transcends the acutely felt impacts on individual families and affects entire communities. In other words, it is in the collective public interest to eradicate poverty.

For example, the social determinants of health – of which poverty is a leading factor – create negative outcomes and add enormous stress to our public health system. We also know that poverty contributes to a range of social challenges – from family breakdowns to drug abuse to criminal justice issues – that also impact our collective quality of life and the public treasury. On the other side, poverty constrains educational achievement, reduces opportunities for employment (reduced access to transit or clothes required for work) and reduces the potential for economic growth and additional tax revenue.

In short, the OFL argued that poverty is more than just unfair, unjust, inequitable, it is incompatible with efforts to build a prosperous society.

OFL Budget Recommendations

- Appoint community and labour to advise the Ontario Poverty Reduction Strategy;
- Reduce poverty for Indigenous peoples;
- Introduce \$100/month healthy food supplement for social assistance recipients;
- Affordable, universal and public early learning and child care;
- Abolish community college tuition fees and eliminate interest on student loans;
- Raise minimum wage to \$15/hour, lift employment standards and make it easier to join a union;
- Build and maintain new affordable cooperative housing;
- Transition homeless people off the streets; and
- Ensure that the Ontario Retirement Pension Plan (ORPP) is universal and mandatory.

The OFL argued that government revenue could increase by \$6-billion a year simply by:

- Increasing corporate taxes from 11% to 14%;
- Cracking down on tax cheaters; and
- Removing the exemptions from the Employer Health Tax.

370,000

**Ontario children live in poverty,
including almost 4 in 10 children of single mothers**



Source: Campaign 2000



COMMITTEE PRESENTATION: STANDING COMMITTEE ON SOCIAL POLICY – 2015-MAR-23 – BILL 56, ONTARIO RETIREMENT PENSION PLAN ACT, 2015

These presentation notes are edited for length

The Chair (Mr. Peter Tabuns): Our next presenter is the Ontario Federation of Labour: Sid Ryan.

Mr. Sid Ryan: Thank you, Chair.

For decades, the labour movement has been advocating for better retirement protection for the people who have built this country. We have negotiated collective agreements that provide good pensions for many of our members - this is one of our greatest accomplishments. But even more, we have demanded retirement financial security for everyone in Canada – not just for our members.

The average Ontario retiree receives a meagre \$6,800 a year from the Canada Pension Plan (CPP). It's clear that the CPP has fallen behind, and desperately needs to be expanded, but the Harper government refuses to listen, and instead has only offered Canadians glorified personal savings schemes which fall far short of the mark.

If you are over 65 in Ontario today, you stand one-in-ten chance of living in poverty. If you're retired and single, your likelihood of living in poverty rises to one-in-four. That is unacceptable in a province as wealthy as ours.

That's why the OFL supports the Ontario Retirement Pension Plan (ORPP) with some amendments. While not perfect, the ORPP will help reduce the seniors' poverty crisis by providing additional retirement benefits to over three million workers in the province.

Frankly, I find it alarming that some members of the business community seem unconcerned about the prevalence of seniors' poverty in Ontario – I heard it myself at the public consultation in Kingston from one business owner who threatened to cut his charitable donations if the ORPP went through.

It just sounds greedy when business owners claim they can't contribute to the future well-being of their employees by matching a modest 1.9% contribution of eligible earnings to an ORPP.

Ontarians elected this government on a promise to provide a meaningful retirement pension plan

- OFL President Sid Ryan

That means that workers are left to save on their own, but the precarious state of employment in Ontario these days means that people are just scraping by and can't afford to put money away in personal savings.

The labour movement's main message is this: the ORPP should be universal, and not allow exceptions for what Bill 56 describes as "comparable plans."

A universal ORPP will create an even playing field for everyone, will avoid expensive

and complicated administrative systems, and will follow workers as they move from job to job within Ontario. Of course, if there is a change in government in Ottawa, such an ORPP could be easily rolled into the CPP.

We have included ten more recommendations in our submission, titled "*A Made-in-Ontario-Plan to End Retirement Insecurity.*"

I know that there will be a parade of business groups appearing before you claiming that 100% of member business don't want the ORPP, but the truth is that many businesses support improvements to pensions. A March 2014 Ontario Chamber of Commerce survey of nearly 1,000 employers found that an overwhelming majority (72%) believe pension reform should be a priority for government, and almost half (45%) answered agreed that the government should "enhance the CPP by requiring employers and employees to pay higher CPP premiums."

Ontarians elected this government on a promise to provide a meaningful retirement pension plan. The OFL supports this initiative, but puts forward the recommendations contained in our brief to improve the ORPP.

Download the full OFL Pension Submission at:
<http://ofl.ca/wp-content/uploads/2015.01-SUB-ORPPOFL.pdf>



LABOUR LAW REFORM MUST PROVIDE A PATHWAY OUT OF POVERTY

When the Wynne government announced the much-anticipated review of Ontario's employment standards and labour law on February 17, 2015, the OFL called the news "a once in a generation opportunity to modernize Ontario's out-dated labour laws."

For the nearly one million Ontarians earning at or around the minimum wage, who do precarious work and lack union representation, an improved and enforced *Employment Standards Act* could raise the floor for every worker, improve job security and provide dignity in their work. Meanwhile, overhauling Ontario's *Labour Relations Act* has the potential to extend union protection to more workers and provide a clear pathway out of poverty.

The labour movement had been calling for such a review for a decade and Premier Wynne made known her intentions to respond earlier this winter when she posted her mandate letter to the Minister of Labour on the government's website. However, the outcome of the review is anything but certain and it is up to labour activists – unionized and non-unionized – to work together to push a progressive agenda of reform past the aggressive opposition from the business community.

The OFL is already coordinating talks with eight major unions and the CLC to develop a common position. The "Manitoba Model" is being studied as a method for preventing long, drawn-out strikes, as well as the model of sector-wide organizing that currently applies to seven percent of organized workers in Québec.

The Premier's mandate letter said that this review needs to address the realities of the modern economy, such as the rise of non-standard employment – or what we would call "precarious work." This lens provides an important opportunity to address reform for both employment standards and labour relations, given the fact that the decline in manufacturing in Ontario over the past 20 years has seen many good, unionized jobs replaced by low-paying and part-time jobs in ever expanding retail and service sectors.

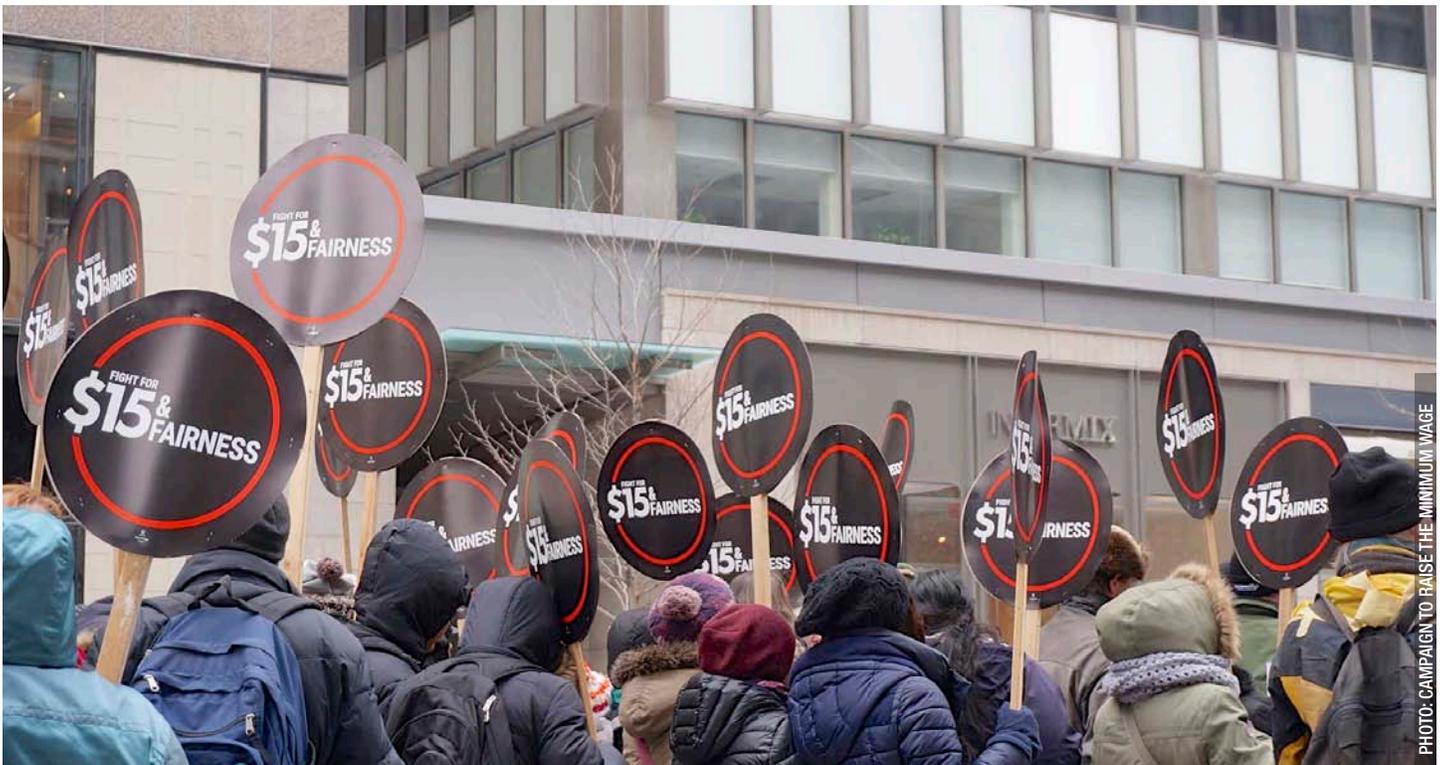
The task facing the labour movement is to present a dual solution to this problem; advocating for improved protections for vulnerable workers and expanding opportunities for them to benefit from union security.

The government appointed two Special Advisors to head up a review, C. Michael Mitchell and the Honourable John C. Murray.

Mitchell and Murray will be leading public consultations in about 10 communities around the province this summer, holding stakeholder consultations, and conducting their own research before presenting final recommendations in 18 months.

Among the OFL's top priorities for union security will be card-based certification, successor rights in the contract sector, access to first contract arbitration and reinstatement during organizing drives.

However, the labour movement won't just limit its attention to labour laws, we are also working with the Workers' Action Centre and the Campaign to Raise the Minimum Wage to champion changes to employment standards that would raise the floor for every worker in Ontario. Under the banner of "\$15 and fairness," we will advocate for paid sick days, an end to split shifts, and preventing employers from classifying employees as contract workers in order to escape their obligations for fair treatment. While minimum wage has been explicitly excluded from the review, we won't be deterred from demanding a \$15 an hour minimum wage, so that no worker is forced to toil for sub-poverty wages.



JOIN THE FIGHT FOR \$15 AND FAIRNESS

GUEST COLUMN BY THE CAMPAIGN TO RAISE THE MINIMUM WAGE

Labour and community groups in 15 Ontario cities will take action on April 15 to fight for decent work. These actions are part of a global day of action in the “Fight for \$15” and workers are expected to walk off the job in over 100 U.S. cities. Meanwhile, solidarity actions are taking place in an additional 40 countries around the world.

Last year, thanks to the mobilizing of union and non-union workers across the province, the Campaign to Raise the Minimum Wage successfully pressured the Ontario government to increase the minimum wage from \$10.25 to \$11.00 an hour on June 1, 2014 and to index that wage annually to inflation. As a result, on October 1, the general minimum wage will rise to \$11.25. These important milestones show what can be done when we work together.

Of course workers in low-wage and precarious work need much more than \$11.25 an hour – we need stronger laws that will better protect workers and create decent jobs in this province. That’s why labour and community organizations, including the Ontario Federation of Labour, are launching the “Fight for \$15 and Fairness,” where fairness means a minimum wage that lifts workers out of poverty

and enough hours for workers to live on, paid sick days, job security, proper enforcement of labour and employment laws, safeguards for temporary and contract employees and rules that protect everyone.

For the past two years, the U.S. Fight for \$15 movement has been growing as fast food and

in the U.S. have inspired workers from coast to coast. Last fall, the B.C. Federation of Labour helped launch a B.C. Fight for \$15 campaign and labour and community groups in Nova Scotia recently announced their own Fight for \$15 campaign there. Federally, the NDP has pledged to introduce a \$15 minimum wage for all federally-regulated private and public sector workers and have already started door-knocking on this important issue.

Here in Ontario, the Liberal government has announced a Review of the *Employment Standards* and *Labour Relations Acts*. This review – the first in a generation – will provide us with an important opportunity to organize across the province for better labour laws and to keep up the pressure for a decent minimum wage. We have a real opportunity to bring union and non-union workers together in a common campaign to raise the employment standards floor for all workers while forging real working class solidarity for collective bargaining struggles.

For all these reasons, we urge you to join Fight for \$15 and Fairness!



retail workers have engaged in strikes and job actions to demand – and in some cases win – a \$15 minimum wage, legislated paid sick days, better scheduling and hours, job security – and, crucially, the right to join unions.

In Canada, the Campaign to Raise the Minimum Wage and the Fight for \$15 movement



PROTESTS PROVE THE MORE YOU KNOW C-51, THE MORE YOU REJECT IT

In what many have criticized as a cynical and desperate election ploy, the Harper government is forcing Canadians to choose between safety and privacy.

The trouble is that it is a false choice. Canadians must protect both.

The now notorious Bill C-51 – Canada's new *Anti-Terrorism Act* – was introduced at the end of January 2015 and set out to extend Canada's anti-terror laws in such a sweeping fashion that it could affect the democratic rights of every Canadian. This one bill would amend the *Security of Canada Information Sharing Act*, *Secure Air Travel Act*, *Canadian Security Intelligence Service Act*, *Immigration and Refugee Protection Act* and the *Criminal Code* all in one fell swoop. The mega-bill grants sweeping new powers to Canada's spy agency, allows Canadians to be arrested on mere suspicion of future criminal activity, allows the Minister of Public Safety to add Canadians to a "no-fly list" with illusory rights of judicial review, creates a new speech-related criminal offence of "promoting" or "advocating" terrorism and, perhaps most alarmingly, gives Canadian Security Intelligence Service (CSIS) and the Royal Canadian Mounted Police (RCMP) the unprecedented new powers to intervene in peaceful advocacy, protest and dissent that may be deemed "unlawful."

The timing of the bill is no coincidence. With an October 19, 2015 deadline for a federal election

looming overhead, the Harper Conservatives are feeling particularly vulnerable over plummeting oil prices, a lagging Canadian dollar and a limping economy. And why wouldn't they? After all, they had banked our economic future on tapping the tar sands to cement Canada as a "global energy superpower" for decades to come. So, with his reputation as a sound economic manager in tatters, Harper has made a desperate move to change the political channel.

We will not allow Stephen Harper to demonize the Muslim community

We will not allow an act of racism to divide our nation

- OFL President Sid Ryan

That's where Bill C-51 comes in. The murder of two Canadian soldiers and assault on the Parliament buildings in October 2014, as well as the attack on the Charlie Hebdo office in Paris, are often cited by members of the government as justification for more police powers, but when considered against Harper's campaign against the niqab and religious Muslim face coverings, it is apparent that his agenda is much more cynical. Under the guise of national

security, Bill C-51 seeks to exploit Canadian fears over threats of terrorism on home soil and taps into deep-seated racism in the hope that voters will forget about the Harper government's shortcomings on the economy.

"If we allow ourselves to be ruled based on fear and hatred, we will undermine the values that are the cornerstone of our democracy," said OFL President Sid Ryan told the crowd gathered at Toronto's Nathan Phillips Square. "We will not allow Stephen Harper to demonize the Muslim community and transform the rest of us into a nation of suspects and self-censors. We will not allow an act of racism to divide our nation."

While early polling suggested that the public supported new anti-terror legislation, details of the bill have given all but the most fervent Conservatives pause for thought. Widespread public protest against the bill appears to be shifting the ground underneath Harper's feet. Nearly 100,000 protested in 70 cities across the country on March 14 and the sustained public attention to the bill has proven that the more people know about the bill, the more they disagree with it. Recent polling shows that among citizens aware of the controversial anti-terrorism bill, 50 percent now disapprove of it, while just 38 percent approve. This lesson is fuelling a growing movement to educate more of the population about the impact of the bill ... and it spells disaster for Harper's re-election campaign.

Around 70,000 temporary workers in Canada face deportation

Under the controversial "4 and 4 rule," temporary foreign workers who have been working for Canada for four years or more must leave the country

Temporary foreign workers warned to leave Canada as required

JENNIFER FRENCH NDP

Oshawa

GOOD ENOUGH TO WORK, GOOD ENOUGH TO STAY **NDP MPP PRESENTS OFL MIGRANT WORKERS' BILL OF RIGHTS AGAINST BACKDROP OF MASS DEPORTATIONS**

In the cruellest of manoeuvres, an estimated 70,000 temporary foreign workers whose contracts expired on April 1, 2015, faced the largest mass deportation order in Canadian history. Unfortunately, it was no joke.

Many low-skilled workers who came to Canada under the Temporary Foreign Workers Program and Live-In Caregiver Program are required to leave the country as a result of a clampdown imposed by the Harper government on April 1, 2011. Dubbed the "4 & 4" rule, the rigid policy limits migrant worker contracts to four years and bars them from returning to Canada for the following four years. As a result, tens of thousands of migrant workers will either voluntarily leave Canada, be given deportation orders, or will be forced to go "underground" and live without legal documents.

With the mass deportation order looming overhead, NDP MPP for Oshawa Jennifer French, dedicated her March 17 remarks on the proposed Bill 49, the *Ontario Immigration Act* to demand justice for migrant workers. The bill, which purports to regulate the recruitment,

selection and admission of immigrants and foreign nationals, has been criticized for failing to outline the rights of migrant workers or provide a process for their conversion to permanent residents.

This bill will do nothing to address the fact that migrant workers are immensely more vulnerable to exploitation

- NDP MPP Jennifer French (Oshawa)

In her address to the government, French said: "This bill doesn't do anything to close the existing loopholes when it comes to temporary and migrant workers. This means that this bill will do nothing to address the fact that migrant workers are immensely more vulnerable to

exploitation and will do nothing to address the crisis of precarious employment that exists in general in our province."

French proceeded to present key recommendations from the OFL's draft Migrant Workers' Bill of Rights. She followed up in subsequent sessions with hard-hitting questions to the Minister of Labour demanding an immediate intervention on behalf of all workers facing expulsion, and with MPP Teresa Armstrong, co-wrote an open letter to Minister Chan.

Watch the video of MPP French's remarks: <http://bit.ly/french-migrantworkers>

Download the 2013 OFL report, "Labour Without Borders: Towards a Migrant Workers' Bill of Rights": <http://bit.ly/MigrantWorkersRights>

Sign the petition against the deportations: <http://bit.ly/NoDeportations>

Video and open letter: <http://www.jenniferfrench.ca/does-this-government-have-a-plan-to-protect-vulnerable-workers>

WORKING TOGETHER

ELECTION PREPARATION



CLC President Hassan Yussuff



CLC & OFL TRAIN 2,000 ACTIVISTS TO STOP HARPER

Collapsing oil prices and the plummeting dollar have shaken Prime Minister Stephen Harper's budget projections and put his re-election hopes on uneven footing. This shifting economic landscape has forced the usually cautious Conservative leader to reveal his cards and, in doing so, he has given us an early glimpse into a re-election strategy that is based on fear and division.

The Harper Conservatives have consistently proven that they will trample the rights of all who stand in their path. Environmentalists who opposed the tar sands, fracking and oil pipelines got a taste of this when Public Safety Minister Vic Toews listed them as "eco-extremists." Union members have been reminded of this each time that Harper has stripped the right to strike from postal workers, airline industry workers, and shipping and rail workers. Now

While there is no doubt that "Battleground Ontario" will make or break the Harper government, it will be union activists who tip the scales

Harper is vilifying Canada's Muslim community in a self-serving attempt to shift the pre-election debate from the economy to security, and from criticism to nationalism.

Undeterred by this type of intimidation, the labour movement has begun rolling out a plan to defeat Harper in the 2015 federal election.

Inspired by the incredible success of the OFL's #StopHudak campaign in 2014, the OFL and CLC teamed up over the winter months to deliver intensive two-day training sessions that exposed Harper's low-wage agenda and trained over 2,000 labour activists from every corner of Ontario.

Participants were left with the skills and tools to convince their Conservative-leaning neighbours and co-workers not to trust Harper's hidden agenda. These activists will be poised to recruit tens of thousands of union members to campaign in key Ontario ridings to defeat Harper's Conservatives.

While there is no doubt that "Battleground Ontario" will make or break the Harper government, it will be union activists who tip the scales.

CONFERENCES



OFL President Sid Ryan

OFL's Irwin Nanda and CLC President Hassan Yussuff join OSSTF Executive Officer Sue Doughty and Thunder Bay Labour Council President Carlos Santander-Maturana

Hamilton Labour Council President Anthony Marco with community panelists

CLC Ontario Region Director Erin Harrison

MIDDLE RIGHT PHOTO: TERRY HAMILTON
MAIN PHOTO & BOTTOM RIGHT PHOTO: JOEL DUFF
TOP LEFT, TOP RIGHT AND BOTTOM LEFT PHOTOS: FEDERICO CARVAJAL

TORIES ATTACK INJURED WORKERS' SUPPORT

Ontario Conservative Labour Critic Randy Hillier rose in the House on March 25, 2015, to open up a new attack on injured workers across the province. In his inflammatory remarks during the morning Question Period, Hillier called on the government to scrap funding for the OFL's Occupational Disability Response Team (ODRT), a program he characterized as nothing more than "slush fund" for labour.

Nothing could be further from the truth.

The ODRT is a model of injured worker advocacy that has a proud 25-year history. Since its inception in 1990, the OFL WCB Training Project, now ODRT, receives \$800,000 annually from the Workplace Safety Insurance Board (WSIB). It provides province-wide training for workers and employers on their rights and obligations under the compensation system, with advanced levels of training on how to navigate the complicated WSIB claims and appeals process. Over two and a half decades, the ODRT has trained over 20,000 injured worker advocates.

This program, which Hillier says offers "zero value for money," is responsible for easing adversarial relations between injured workers,

employers and the WSIB by helping to find early resolutions to claims and assisting injured workers in returning to work.

ODRT trained advocates help the Board to gather the evidence required to expedite the claims adjudication process, which in turn reduces the cost and volume of appeals. While the financial savings to the province's compensation system are significant, the ODRT's impact on the lives of injured workers and their families is beyond measure.

What makes Hillier's attack on the ODRT so disgraceful is the fraudulence of his claims. In his address before the Legislature, Hillier alleged that: "This grant to the OFL has been audited and explicitly recommended by KPMG to be shut down as it has absolutely no value for money for the taxpayers of Ontario."

However, the WSIB is funded by employers, not taxpayers, and the actual KPMG report contained only one reference to the OFL or the ODRT, which stated: "As a whole, projects such as the OFL-ODRT improve the well-being of injured workers, and their working conditions, by being a leading provider of workplace insurance and disability prevention training and advisory services."

Hillier went on to claim that the program had "zero oversight and no transparency." In reality, the ODRT is audited annually, provides quarterly reports to the WSIB, and is required each year to provide a funding proposal to the WSIB.

He even went so far as to claim that WSIB funds were used to pay for staff retreats at a fancy Muskoka resort when, in fact, they subsidized an intensive training course for students at a hotel that is rated with just 2.5 stars out of five.

The outlandish allegations that Hillier has made about the ODRT were so wildly divorced from reality that they laid bare his willingness to use injured workers as political cannon fodder for his partisan agenda.

"Hillier's flailing against the ODRT is simply a lingering vendetta against the OFL for mounting the campaign that demolished the Progressive Conservative ambitions in the Ontario election and chased Tim Hudak into political oblivion," said OFL President Sid Ryan. "This newest Tory attack on injured workers is a helpful reminder of the anti-worker agenda Hillier's party had in store for Ontario."



What Randy Hillier says:

"This grant to the OFL has been audited and explicitly recommended by KPMG to be shut down as it has absolutely no value for money for the taxpayers of Ontario."

Reality:

The KPMG report actually says: "As a whole, projects such as the OFL-ODRT improve the well-being of injured workers, and their working conditions, by being a leading provider of workplace insurance and disability prevention training and advisory services."

The report makes no other reference to the OFL or the ODRT.



Main: OFL President Sid Ryan brings solidarity to the CUPE 3903 picket line at York University. Top left and centre: Spirits are high on the lines at York. Top right: CUPE Ontario President Fred Hahn gives CUPE 3902 strikers a boost at University of Toronto.

PHOTOS: JOEL DUFF

STRIKING FOR U!

CUPE LOCALS 3902 & 3903 DROP THE BOOKS TO HIT THE BRICKS FOR BETTER EDUCATION

Higher education across the GTA was snarled in a bargaining gridlock this semester, forcing education workers at the city's two largest universities to strike their downtown, uptown and suburban campuses. CUPE locals 3902 and 3903, representing more than 10,000 teaching assistants, graduate assistants and contract faculty members at the University of Toronto and York University, put down their books to protest provincial funding cuts that were being downloaded onto the backs of students and education workers.

At the University of Toronto, teaching assistants, who aren't allowed to work more than 10 hours per week, were protesting poverty wages that, once tuition fees were paid for, left little for groceries and living expenses. At York University, the administration had circumvented provincial tuition fee regulations by surprising international students with a \$7,000 tuition fee increase in a single year. In both cases, the institutions were asking students to compensate for provincial funding shortfalls and the net result was an inferior educational environment for everyone, graduate and undergraduate alike.

Each union's message – that they were fed up with austerity cuts and had chosen to fight for better quality education for everyone – resonated strongly with the media and the public. Sympathetic coverage carried the union's message and put pressure on the employers to

There is no question that these successes will fill the sails of educational worker unions on campuses across the province

negotiate fairly. Despite the disruption to their own studies, undergraduate students at both campuses showed incredible support for their academic staff and joined solidarity rallies on both campuses. The OFL and a wide array of affiliates swung in behind both unions with picket line support and helped to mobilize rallies at both institutions.

The outpouring of support made it untenable for the Wynne government to step in with a heavy hand to legislate either union back to work, as McGuinty had done in 2009. After only a month on the lines, both unions had resolved their strikes ... and set some historic precedents in the process.

While CUPE 3902 is still awaiting an arbitrated settlement, CUPE 3903 has negotiated an agreement with York University that will, no doubt, raise the bar across the sector. With the unprecedented conversion of contract teaching positions into tenured professorships, a \$7,000 roll-back of international student tuition fees, stronger language guaranteeing that wages will increase with fee increases, and an across-the-board tuition fee freeze for all graduate students, the York agreement is one of the strongest achievements of any campus.

There is no question that these successes will fill the sails of educational worker unions on campuses across the province and inspire students, parents, staff and faculty to work together to demand a high quality system of education that is accessible to all.

KILL A WORKER, GO TO JAIL

JAIL TIME HANGS IN THE BALANCE IN NEW METRON TRIAL

Five years after the terrible 2009 Christmas Eve tragedy, in which five workers plunged 13 stories from a West Toronto high rise, the OFL continues to fight for justice. Immediately following the incident, OFL President Sid Ryan launched the “Kill a Worker, Go to Jail” campaign that resulted in the 2012 criminal conviction of Metron Construction, the first of its kind in Ontario’s history. The company was fined \$750,000 by the criminal court but Metron owner

Joel Swartz escaped criminal prosecution by pleading guilty to a \$90,000 fine for health and safety violations. However, the courts have continued to pursue charges against other players in the disaster.

In 2014, the Ministry of Labour convicted a third party contractor, Swing ‘N Scaff, who build and supplied the faulty swing stage, levelling a \$350,000 fine against the company and \$50,000 against the owner. This year, a separate criminal trial got underway against

the Metron Project Manager Vadim Kazenelson, which gave the workers and their families a second chance at justice.

OFL Health and Safety Director Vern Edwards attended most of the five week trial and reported that the testimony of Metron owner Joel Swartz attempted to lay full blame for the fatalities at the doorstep of Kazenelson. Now that all of the evidence has been presented to the court, a verdict is expected later in April.

“The OFL remains hopeful that a prison term could finally be awarded to an Ontario employer for a workplace fatality”

The OFL remains hopeful that a prison term could finally be awarded to an Ontario employer for a workplace fatality.

Whatever the verdict in this case, it has already set a new precedent in workplace justice, putting a chill on employers and, hopefully,

causing them to think twice about putting profit ahead of worker safety.

The court has scheduled June 26 to announce a verdict in the Kazenelson case. If he is convicted, he could face sentencing in late summer.



HYDRAULIC SCAFFOLD COLLAPSE KILLS TWO TORONTO BRICKLAYERS

It was a scene of twisted steel and carnage. Two bricklayers were killed after a hydraulic scaffold collapsed while they worked on a condo project in the west end of Toronto, leaving construction workers at the site in a state of shock.

The incident was eerily reminiscent of the Etobicoke swing stage collapse in 2009 that left four dead and one with life-altering injuries. It was this tragedy that gave rise to the OFL’s “Kill a Worker, Go to Jail” campaign.

In late morning on March 27, a hydraulic scaffold – sometimes called a mastclimber – catastrophically malfunctioned and plunged to the ground along with unharnessed workers. One man fell five stories to his death and a second was rushed to the hospital before he succumbed to life-threatening injuries.

As dramatic as the incident was, it is by no means a rare occurrence. An average of 80 workers lose their lives each year in traumatic on the job incidents, another 200 die from occupational disease and over 200,000 are injured at work. Between 2008 and 2013, there was a 36 percent increase in workplace fatalities.

While it is too early to speculate as to the cause of the disaster, the OFL called on Toronto Police to join Minister of Labour investigators at the scene in order to determine whether criminal negligence could have contributed to the tragedy.

“All too often the police leave the scene as soon as the Ministry investigators arrive. We are seeking to change that,” said OFL President Sid Ryan. “If employer negligence results in a worker’s death, it is a crime, not an accident. We want to see negligent bosses behind bars.”





In honour of the fallen workers, Brothers Luigi Cudini and Shane Jennings, the Toronto and York Region Labour Council will be holding its 2015 Day of Mourning Ceremony at the site of the tragedy.

Noon on Tuesday, April 28, 2015
Bloor Street on the East Side of High Park Ave.



ONTARIO ADOPTS NEW WORKING FROM HEIGHTS TRAINING STANDARDS

This Toronto tragedy came just days before the Ontario government imposed strict new industry guidelines for all workers who use high platforms, a common and risky line of work amid the province's condo tower boom.

As of April 1, 2015, employers must ensure that certain workers complete a working at heights training program that has been approved by the Chief Prevention Officer and delivered by an approved training provider before they can work at heights.

The training requirement is for workers on construction projects who use any of the following methods of fall protection:

- Travel restraint systems
- Fall restricting systems
- Fall arrest systems
- Safety nets
- Work belts or safety belts

Construction workers will have two years to meet the province's new fall protection training requirements.

"It is time to put a stop to shady employers who are handing out safety certificates to workers who have never been properly trained," said OFL President Sid Ryan. "New training requirements and government oversight will only be effective if resources are put into investigation and enforcement."



OFL EQUITY COMMITTEES COME TOGETHER TO BREAK DOWN BARRIERS

The OFL hosted an Equity Committee Educational in Toronto from February 28 to March 1. The successful event drew over 50 participants from the OFL's various equity-seeking constituencies, including: Aboriginal Persons, Human Rights, LGBTQ, Persons with Disabilities, Workers of Colour, Young Workers and a number of allies. The format of the Educational allowed each committee to meet separately to discuss issues and initiatives but it also brought all of the committees together to share common struggles and strategies.

OFL President Sid Ryan opened the meeting by calling on all of the equity committees to play an active role in shaping the OFL plan of action to defeat the federal Conservatives and their anti-equality, anti-worker, anti-union agenda.

Jason Merai, the newly appointed Executive Director of the Urban Alliance on Race Relations (UARR) spoke to participants on the long standing alliance between the OFL and the UARR in challenging racism in all its forms.

"Workers from equity seeking groups are demanding broader participation and inclusion not just within society, but within our unions too," said OFL Vice-President Irwin Nanda. "We are discovering the overlap between our experiences and we are finding ways to support each other's communities in breaking down the systemic obstacles that are the enemy of progress."

Workshops tackling complicated issues related to privilege, youth engagement and the intersectionality of equity issues propelled a discussion into concrete strategies for challenging oppression, hidden prejudice and institutional barriers.

"The labour movement must take inspiration from the diverse youth movements that are challenging injustice across the country. In taking up these causes, we will demonstrate the importance of labour to the next generation," said OFL Young Worker Vice-President Denise Martins. "It is no wonder that young workers are often at the forefront of the struggle for a just economy and good jobs for all, after all, they have the most to lose and the most to gain in Ontario's economic future."

We are finding ways to support each other's communities in breaking down the systemic obstacles that are the enemy of progress.

OFL Executive Vice-President Irwin Nanda



AFRICAN CANADIAN SUMMIT SEEKS TO MAKE #BLACKVOTESMATTER

By nearly every measure, the African Canadian community across Ontario experiences markedly disproportionate rates of poverty, high school drop-out, child welfare, unemployment, violence and incarceration.

While there have been some meaningful responses from the municipal, provincial and federal governments to the levels of disparity faced by the African Canadian community, such as Ontario's Youth Action Plan, the level of inequality remains inexcusably dramatic. Many feel that the observations of the *Stephen Lewis Report on Race Relations in Ontario* remain as true today as they were when they were written in 1992. As Mr. Lewis put it, "the doors of upward equity" for African Canadians is still "slammed shut".

In light of these appalling circumstances, the OFL has joined forces with the African Canadian Legal Clinic (ALCL), Midaynta Community Services, the Coalition of Black Trade Unionists (CBTU), and the Canadian Labour Congress (CLC) to convene the 2nd African Canadian Summit on April 29 under the banner, "Critical Crossroad and Crisis in the African Canadian Community."

Three key thematic pillars of the Summit are:

- Violence Reduction
- Equity in Outcomes
- Good Jobs in a Changing Economy

Politicians and representatives of key public institutions and the business community will be invited to join community groups and labour unions in marking 2015 as the first year of the United Nations International Decade for People of African Descent by setting out a road map to ending racial inequality. The full-day Summit will feature discussions addressing the root causes of youth violence, the ongoing disparities affecting the African Canadian community and the development of an action plan that focuses on concrete solutions to the social and systemic barriers that are holding back equality.

YOU ARE CORDIALLY INVITED TO ATTEND...



2ND AFRICAN CANADIAN SUMMIT

CRITICAL CROSSROAD AND CRISIS IN THE AFRICAN CANADIAN COMMUNITY

APRIL 29TH, 2015 IN THE OFL AUDITORIUM
15 GERVAIS DR., TORONTO, ON
9:00 AM - 4:30 PM
LUNCH PROVIDED

#BLACKVOTESMATTER

**SPACE LIMITED,
SO REGISTER EARLY!**

To register for the Summit, visit:
<https://www.eventbrite.ca/e/the-2nd-african-canadian-summit-tickets-16383502497>

THE OFL TEAM

OFL DIRECTORS

Joel Duff, Communications Director
Vern Edwards, Health & Safety Director
Laurie Hardwick, Organization Services Director
Carrol Anne Sceviour, Human Rights Director
Antoni Shelton, Director of Government Relations & Liaison to the President
Elizabeth Smith-VanBeek, Director of Administration
Steven Staples, Director of Research and Education

OFL & ODRT STAFF

Judy Chow, Executive Secretary (Secretary-Treasurer & Administration)
Sue Fratric, Secretary / ODRT Administrative Assistant
Paulette Hazel, Secretary
Brian Morgan, DocuTech Operator
Kathy Neumann, Executive Secretary (President, Exec. V.P. and Exec. Director)
Ethiraju Ramachandar, ODRT Secretary / Bookkeeper
Devika Singh, OFL Secretary/Bookkeeper
Sylvia Stewart, Secretary

ODRT DIRECTORS

Colin Argyle, ODRT Director, Promotions, Supply & Services
Vern Edwards, Health & Safety Director
Clarence MacPherson, ODRT Director, Operations and Communications

REGISTER NOW FOR THE OFL WOMEN'S LEADERSHIP SUMMIT

Following the incredible success of the 2013 Women's Leadership Summit, the OFL's Women's Committee is gearing up for another empowering retreat at the Unifor Family Education Centre in Port Elgin from May 1-3, 2015.

Trish Hennessy, founding director of the Canadian Centre for Policy Alternatives Ontario Office will be delivering the opening keynote address on how the corporate agenda is affecting workers' rights and women's equality.

The three day symposium will challenge

women to foster collective support and collective responsibility in mobilizing against the divisive and destructive agenda of the Harper Conservatives. With workshops spanning issues such as child care, the gender-based wage gap, anti-violence initiatives and federal election planning, interested participants are encouraged to register early, while space permits.

For registration kits and more information, visit: <http://ofl.ca/index.php/wls2015>



A strong display of sisterhood at the OFL's first Women's Leadership Summit in 2013.

OFL STATEMENTS ON HUMAN RIGHTS

During this reporting period, the OFL issued the following statements:

March 8:
International Women's Day

March 21:
International Day for the Elimination of Racial Discrimination

April 8:
Day of Pink, Anti-Bullying Day



CLOSE THE GENDER WAGE GAP!

Women are "in the red" because they earn, on average, 28 percent less than men for doing work of equal value. This shocking wage gap is even bigger for racialized women, Aboriginal women and other marginalized women. Closing the gender pay gap would create good jobs, stimulate the economy, increase productivity and attract the most talented workers.

The OFL is working with the Ontario Equal Pay Coalition to call on Ontario to close the gender wage gap by encouraging labour and

community activists to organize actions across the province to promote April 20, 2015. By organizing "Equal Pay Day" events and wearing red, activists press government and corporate employers to change the compensation and employment policies that contribute to the wage gap. Members of Provincial Parliament will also be asked to sign a Pay Equity Champion Pledge and commit to closing the hidden and often illegal gender pay gap.

For information, visit: www.equalpaycoalition.org



OFL Executive Council poses in red shirts at the OFL Building for Pay Equity Day, 2013.

PHOTO: JOEL DUFE



After years of lobbying from labour and community groups, the Ontario government responded to the demand for concrete steps to end sexual violence and harassment by launching a comprehensive plan of action. Unveiled on March 7, "It's Never Okay: An Action Plan to Stop Sexual Violence and Harassment," showcased a suite of recommendations that proposes legislative change, public awareness, new tools and special training to address sexual violence and harassment in the workplace, on campus, in housing and in the community.

The OFL welcomed the announcement but argued that the package would have to be properly funded and representative of the

experiences of women, LGBTQ community members and experts in workers' rights.

"We are pleased to see the government finally recognizing that we cannot approach significant societal issues like sexual violence and harassment in a piecemeal way," said OFL President Sid Ryan, "but any plan of this scope and magnitude cannot accomplish its goals unless women workers and labour experts on occupational health and safety are included amongst the stakeholders represented."

The government responded later in the month by convening a permanent new Roundtable on Violence Against Women, with representation from 22 key community organizations and

service agencies with experience and expertise in preventing and responding to sexual violence and harassment. Among those represented on this new body is the OFL, and OFL Secretary-Treasurer Nancy Hutchison attended the inaugural meeting on behalf of the labour movement.

"For far too long, women and other vulnerable workers have been silenced and ignored by a system that perpetuates victimization and re-victimization at every level," said Sister Hutchison. "In the workplace, women and LGBTQ people face significant and differential barriers to safety, support, reporting, training, enforcement, and even benefits through the workers' compensation system."

CELEBRATING INTERNATIONAL WOMEN'S DAY 2015

All three OFL officers joined sisters across Canada in celebrating March 8 as International Women's Day (IWD) with a renewed call for gender justice, equity and an end to gender-based violence. This year's events were also held in solidarity with the World March of Women.



OFL Officer Irwin Nanda and union brothers serve IWD breakfast in Peel. OFL Officer Nancy Hutchison leads Toronto IWD rally with Executive Board Members Sharon DeSousa (PSAC), Katha Fortier (Unifor), Jenny Ahn (Unifor) and Yolanda McClean (CUPE). Toronto NDP MPs and candidates show their sisterhood & solidarity.



JOHN ELEEN (1922-2015)

It is with great sadness that the Ontario Federation of Labour mourns the loss of former Research Director, John Eleen. Serving the OFL for 23 years, John was a proud trade unionist and active member of the NDP.

“John was a stalwart of the labour movement for decades and earned a reputation as a fierce advocate for working people and a defender of their rights. He will be greatly missed.” – Sid Ryan, OFL President

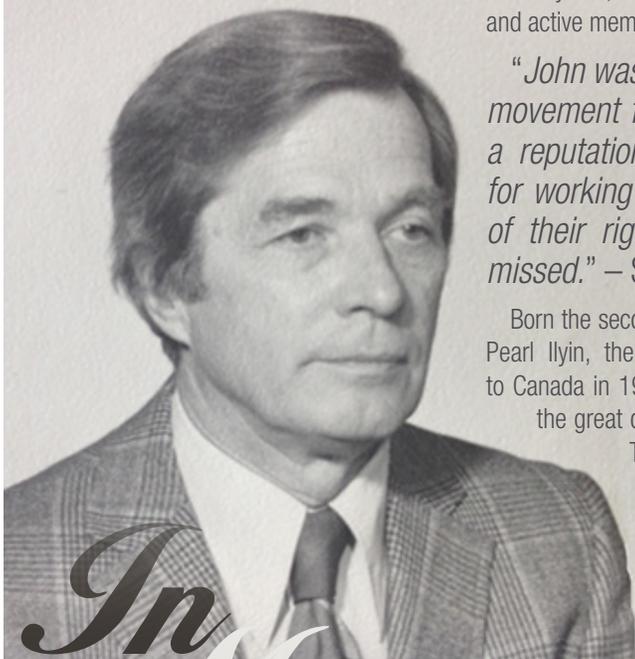
Born the second child of the late William and Pearl Ilyin, the pioneering family immigrated to Canada in 1929 when John was seven and the great depression was still in progress.

They farmed in Glenella and later in Arden, MB. John joined the RCAF in 1941 and became an accomplished leading flight mechanic. After a varied career that included union

organizer for the UE and senior research assistant in cancer research, he was recruited as Research Director for the Ontario Federation of Labour, a position he held for 23 years until retirement.

John was totally committed to labour activism. He was a fierce advocate for, and defender of, workers’ rights – a passion that lasted a lifetime. He worked tirelessly for the NDP in every election until his health deteriorated. He was a prolific reader and writer whose archives include two books (“Poverty Amidst Plenty” and “Plant Shutdown”); many learned briefs to the government on topics such as pension reform, mandatory retirement, injunctions; op-ed articles in the Toronto Star and the Globe and Mail; and an abundance of diverse articles in the labour, socialist and Ukrainian heritage print media. He continued to publish articles well into his 80s.

John died peacefully at home, in the arms of his loving wife Anne Thomson, just days after his 93rd birthday.



In Memoriam

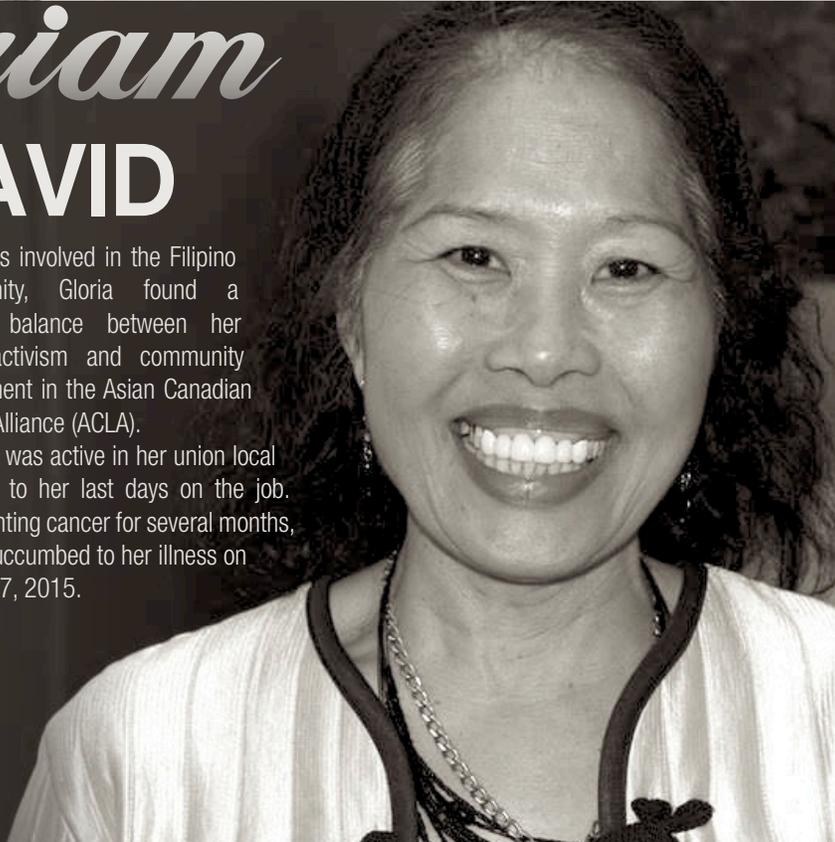
GLORIA DAVID

Ontario's labour movement lost a proud trade unionist and an anti-racist activist last month with the passing of Gloria David. Hailing from OPSEU Local 532, Gloria invested decades of energy into building a strong local, both as Secretary and as President. She brought forward her passion and talents as a member of the OPSEU Provincial Women's Committee, executive member of the OPSEU Greater Toronto Area Council, and as a delegate to the Toronto and York Region Labour Council.

“Gloria always rose above and beyond the call of duty. She was an invaluable and beloved working class fighter.” – OPSEU Local 532 President Julius Arscott

Always involved in the Filipino community, Gloria found a perfect balance between her union activism and community involvement in the Asian Canadian Labour Alliance (ACLA).

Gloria was active in her union local right up to her last days on the job. After fighting cancer for several months, Gloria succumbed to her illness on March 27, 2015.



UPCOMING EVENTS

APRIL 17-18: ANTI-POVERTY ASSEMBLY

The Ontario Common Front and the OFL will be hosting a province-wide Anti-Poverty Assembly in Toronto from April 17-18 to draft a labour-community campaign against poverty.

Visit OFL.ca and WeAreOntario.ca for details.

APR. 20: EQUAL PAY DAY

The OFL and the Ontario Equal Pay Coalition are calling on labour and community activists to organize actions across the province to wear red on April 20, 2015 to promote "Equal Pay Day" across Ontario.

Equal Pay Day flyers and background materials are available on the Equal Pay Coalition website, visit: www.equalpaycoalition.org

APR. 28: NATIONAL DAY OF MOURNING FOR WORKERS KILLED OR INJURED ON THE JOB

Since 1985, April 28 has been recognized across Canada as the "Day of Mourning for Workers Killed or Injured on the Job." The purpose of the Day of Mourning is two-fold to remember and honour those lives lost or injured on the job and to renew the commitment to improving health and safety in the workplace in order to prevent further work-related deaths, injuries and diseases. For events in your community, visit: <https://www.whsc.on.ca/Events/Day-of-Mourning>

APR. 29: 2ND AFRICAN CANADIAN SUMMIT

The OFL has teamed up with the African Canadian Legal Clinic and others to host the 2nd African Canadian Summit. The Summit will be held in the OFL Auditorium from 9:00 am to 4:30 pm on April 29. This is a free event and lunch is provided, but space is limited. Register now at <http://bit.ly/afri-can-summit>

APR. 30: OFL'S LABOUR HONOUR ROLL NOMINEES

Each year, the OFL adds five retired or deceased trade unionists to the OFL Labour Honour Roll. These are activists who made a significant contribution to the trade union movement. The deadline for nominations is April 30. For information, please contact: Sylvia Stewart at 416-443-7677 or SStewart@ofl.ca

MAY 1-3: OFL WOMEN'S LEADERSHIP SUMMIT

The OFL Women's Leadership Summit will be held at the UNIFOR Family Education Centre, Port Elgin from May 1 to 3. For information, contact: Sue Fratric at 416-441-2731 or SFratric@ofl.ca

MAY 10-11: VOTE FOR CHILD CARE

Spring into action for child care by taking part in actions between May 10-17. For more information and community events, visit: www.ccaac.ca

MAY 23: SOUTH ASIAN COMMUNITY ACTIVISM AWARDS

The Ontario Common Front is inviting community and labour allies to recognize community activists at the Sagan Banquet Hall (7180 Edwards Blvd, Mississauga, Ontario).

For information or tickets, contact Paulette Hazel at 416-443-7667 or PHazel@ofl.ca

JUN. 1-2: OFL/ONIWG COMPENSATION CONFERENCE

The OFL and the Ontario Network of Injured Workers' Groups will host a Compensation Conference on June 1 and 2, 2015.

For information, please contact: Laurie Hardwick at 416-347-9732 or LHardwick@ofl.ca

SUMMER: PRIDE EVENTS

Starting in June and running through the course of the summer, LGBTQ Pride events will be held across Ontario. Contact your union for local events.

NOV. 22-27 - OFL 13TH BIENNIAL CONVENTION

The 13th biennial convention of the OFL will be held at the Sheraton Centre Toronto Hotel from November 22-27, 2015.

DEADLINE FOR RESOLUTIONS: October 26

DEADLINE FOR CREDENTIALS: November 9

Stay tuned: OFL.ca/index.php/convention-2015

LABOUR & HUMAN RIGHTS DATES

Apr 22	World Water Day
Apr 23	Anniversary of the CLC (1956)
Apr 28	Day of Mourning for Workers Killed or Injured on the Job
May	Asian Heritage Month
May 1	May Day
May 17	International Day Against Homophobia and Transphobia
Jun 1-7	Sexual Harassment Awareness Week
Jun 1	Injured Workers' Day
Jun 12	World Day Against Child Labour
Jun 21	National Aboriginal Day
27-Jun	National Multicultural Day
July-Sep	LGBT Pride Events
Aug 9	International Day of the World's Indigenous People
Sep 7	Labour Day
Sep 21	International Day of Peace
Oct 4	Sisters In Spirit Vigils
Oct 10	World Mental Health Day



**Spring Training:
May 3 to 8, 2015**
(OFL Building, Toronto)

**info@odrt.ca or
1-800-668-9138
www.ODRT.ca**



**Workers' Compensation
Spring Training 2015
15 Gervais Drive, Toronto**





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MAY 26 | **Kitchener**
 2015

JUNE 17 | **Toronto**
 2015

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